

**SCPD EMPLOYMENT FIRST OVERSIGHT COMMISSION
OCTOBER 18, 2016
APPOQUINIMINK STATE SERVICE CENTER, MIDDLETOWN**

Present: Dan Madrid, Chair, DHSS; Marissa Catalon, Vice-Chair, DDDS; Paul Beane, Ability Network of Delaware (AND); Deb Bradl, DVI; Andrea Guest, DVR; Pat Maichle, DDC; Laura Strmel, SJCS-DE; Laura Waterland, DLP; Amber Rivard, Support Staff; and Jo Singles, Support Staff.

CALL TO ORDER/Introductions/Approval of September Minutes

Dan called the meeting to order at 9:45 am. Everyone introduced themselves. Pat motioned for approval of minutes, and Andrea seconded the motion. The September 13, 2016 minutes were approved as amended.

ADDITIONS OR DELETIONS TO THE AGENDA

None

BUSINESS

EFSLMP (Employment First State Leadership Mentoring Program) Updates

Dan provided updates relating to the Commission. The first update pertained to a new application for EFSLMP. The Office of Disability Employment Policy (ODEP) initiative had been funded for three years and will be up for renewal. Dan stated that Secretary Landgraf had wanted him to take the lead in submitting the application for the State. He had spoken with Andrea about Division of Vocational Rehabilitation (DVR) being involved with the project and meeting with Jocelyn about what new tasks to tackle. A reminder was made about the initiative being a grant funded program, but there is no money tied to the work. There is access to a pool of 30 – 50 national Subject Matter Experts (SMEs) that the Commission can obtain expertise from in the field relating to disability and employment. There will be access for national subject matter experts trainings, and providing assessments to help establish projects throughout the state in the coming year. There were several focused areas from the previous years. One of the recent successes was the transitioning of sheltered workshops from DHSS (DSAMH and DVI). DSAMH and many of the individuals in the sheltered workshop have been receiving help from DVR or have been placed in employment. Dan stated the goals were for Industries for Blind to move out into the community as a competitive business. The PROMISE Waiver is still being developed by DSAMH. This State Plan Amendment under Medicaid includes expanded employment supports and they have obtained assistance from Virginia Sellick (SME) regarding capacity. Virginia has been discussing the needs of the program with DVR and DSAMH.

Dan provided updates on the training goals for this month. Jennifer White will be leading a seminar on October 21, 2016 regarding Technology Innovation. Abbey Cooper cancelled the seminar scheduled October 28, 2016 due to a family emergency.

Dan asked the Commission about goals and projects they would like to focus on, for example, the use of EFSLMP for other agencies within the upcoming year. Laura asked if Corey Smith is on the list of SMEs. Dan commented that Corey Smith had provided training in Delaware related to people with disabilities receiving employment roughly one year ago. Corey is among the 30-50 SMEs. He added that SMEs are available on any area of expertise relating to employment for people with disabilities, from the policy side that work with legislators to programming to different disability populations. There are also people with both national and local level focuses.

Laura Strmel commented on data collection, how issues had arisen with it, and what outcomes and metrics the Commission could focus on. It could be useful to utilize an array of SMEs to provide help with the metrics/data collection. Dan stated there will be a sub-group meeting to discuss what to do next following the metrics/data collection. He added that they could focus on the individuals moving from sheltered workshops to competitive integrated employment, which could be one key area to track progress. Andrea Guest stated that working around 511 WIOA with accessing all students in workshops; it is a new population for the Commission to become involved with. Laura Strmel agreed that data should be collected from the 511 WIOA regulations because it aligns with what the Commission is doing currently. Andrea commented there is a new data element where there are individuals from sheltered workshop groups that are referred to DVR that are focused on the age 24 and under group. Laura commented there was a discussion of an RFP from DVR for the provider community to do assessments. If the provider community and state were in alignment with the assessments, the data collection would be easier. Andrea stated they will provide this data; however, the numbers in the data collection are so small that they can be referred to receive a traditional community based work assessment. Dan asked about the populations captured in DVR data collection for 14-21 or 14-25 and whether or not they are being assessed. Andrea commented that there are two groups: 1) a group of individuals 21 and under receiving community based work assessments toward competitive employment (DVR is relying on their Early Start Program data in this area), and 2) a 21-24 group that will soon have an RFP for services. Deb stated the data collected is very limited and is based on service utilization versus the outcome of employment, wages or hours. She added they should track that kind of information rather than how many individuals are accessing services for employment or vocational services.

Marissa commented there was something about the NCI (National Core Indicators) data that may assist with employment first data collection. NCI is something each state can choose to enroll in and provide surveys across the intellectual and developmental disability IDD state systems. The issue of concern is when NCI asks individuals how many of them want to receive employment there are individuals that want to receive employment, but closer inspections of their service plans show that not all of these individuals have an employment goal. Laura Strmel commented that she is interested in focusing on the WIOA group. Dan commented the Employment First application could have a large segment for continuing the data discussion in 2017. He added that we should focus in the plan for next year. Marissa asked what could not be completed in 2016. Dan explained that the Commission could not leverage the resources needed around social determinants of health because of issues of alignment between health care, workforce, and education systems, though there was progress with an initiative under Nemours. There continues to be other agencies displaying interest in developing the social determinants of health collaboration at the state level.

Deb stated her confusion on what is happening with DSAAPD and DVI with implementation of the PATHWAYS program. She stated individuals do not understand the concept behind the program and would like to be supplied with resources that would help them. Marissa stated that Deb could contact Jocelyn to discuss this concern because DVI had 50 individuals who may have been potentially eligible for Pathways, and out of those 50 there were several who had Medicaid or other forms of health insurance to cover services. Dan stated the Commission could discuss this further with DSAAPD, DVI and DVR and could volunteer to assist in this work. A Commission member asked about the role DSAAPD is providing. Marissa explained that they have responsibility for case management to manage the service case delivery.

Dan asked about students with IEPs (Individualized Education Program) that have orthopedic impairment being a potentially eligible population by matching against DVR and education data for Pathways? Andrea commented there are opportunities that schools are providing and it might be limited to individuals that have no intellectual impairment, but only have physical impairment because of involvement in regular school programs and are limited to opportunities for further exploration. She added that they could receive services from DVR and there are opportunities with pre-employment transition services; however, combining all resources could assist the student as they are graduating from school into work. Laura Strmel added that in leveraging resources from SMEs, there are additional trainings the SMEs could bring to Delaware. The customized employment and discovery process is not fully comprehended. She added that it would be beneficial to have more people access the trainings and not only the providers Dan stated if the Commission puts forth additional training to consider what organization will want to take the lead and how to operationalize their business practices to fully embrace the training.

Marissa stated the SELN (State Employment Leadership Network) will be coming to a meeting in the spring of 2017 to do another state assessment to track the progress of. She had suggested that SELN should attend an EFOC meeting as part of their review. Laura Strmel asked if the Commission will continue with health indicators as a focus in 2017. Dan stated the Commission could keep track of progress made in the targeted population instead of doing the larger section of the social determinants project.

Dan stated when he makes a draft of what the Commission will focus on in 2017, he will share it with SCPD, Jo and Amber. He added that he will meet with Jocelyn to discuss all of the ideas discussed in future EFOC meetings. He will keep the Commission updated on what will be approved and not approved for EFSLMP 2017.

Path Forward on Sub-Minimum Wage Legislation

Dan stated Representative Heffernan wants to introduce legislation early in 2017 and different bills have been discussed. Pat had suggested samples to browse from Brian Hartman. Originally, EFOC had the Maryland Sub-minimum Wage legislation as a guideline; however, Dan stated EFOC should think about the context for Delaware and resources will be necessary for an effective transition. He added the legislation should align with Section 511 of WIOA.

Marissa stated DDDS served about 2100 individuals out of an employment or day service and one-third (700) of those individuals are accessing pre-vocational services (sheltered work). Andrea asked if the other two-thirds (1400) individuals were in day programs. Marissa commented there are about 900 in day habilitation programs with the remaining in competitive employment.

Dan added the bill could provide assistance in phasing out of the workshops. He added there are different paths to different outcomes that could be included in a bill, for example, consideration of integration factors. Pat, along with other agencies, will be reviewing legislation from the advocacy perspective. Laura Waterland commented that four to five states have passed legislation. There was DOJ (Department of Justice) activities in a few states that led to comprehensive settlement agreements. Marissa stated that Representative Heffernan had agreed with EFOC under the WIOA guidelines that students should not access sheltered workshops unless provided maximum opportunities for competitive integrated employment. She added that when DDDS implemented changes to service definitions around pre-vocational, it required an employment goal and a requirement for a thorough annual review of the appropriateness of the service for individuals based on their objectives.

Community life engagement had been discussed as a companion service to individuals seeking employment. Most individuals DDDS supported, have not been accessing full time employment. Dan asked how EFOC will assess to know what the capacity needs are for the legislation? Andrea added that DVR does not have enough trained providers to carry out what needs to be done. DVR is losing counselors and they have a caseloads of 200 people each. Marissa agreed that DVR should adapt their workforce and processes to reduce the caseloads. Andrea stated when DVR added an RFP for services, they received the same providers they usually receive in response to service needs and there are still not enough.

Dan stated for EFOC questions to ask in order to develop the legislation:

Are there resources towards transformation, including economic development in helping small businesses start and grow opportunities for persons with disabilities in supporting the legislation? He had previously heard from providers about the significant administrative costs of doing business with multiple agencies (forms, paperwork, and documentation) He was not sure how to address businesses in Delaware engaged with multiple systems and limited capacity levels.

Dan stated Representative Heffernan will want to introduce a draft bill focused on the transition from sub-minimum wage in January 2017. Pat added EFOC should take a lead role because of what the Commission does. Dan stated the Commission would gather all the information needed and present it to Representative Heffernan within the next two months before the new session begins. Pat commented she will send the links to laws relating to sub-minimum wage that have passed in other states.

OTHER BUSINESS

None

ANNOUNCEMENTS

Dan stated the training under EFSLMP will be happening Friday, October 21, 2016 by Jennifer White. It will be held in Kent County Levy Court, Dover, DE from 9:00 am – 3:00 pm.

Andrea stated that December 7, 2016 there will be a Transition Conference held at Dover Downs, Dover.

December 12, 2016 will be the DVR Luncheon that will be focusing on businesses and how they incorporate inclusion into their business practices. Please contact Andrea Guest for any nominations of businesses that should be recognized for their efforts in this area.

PUBLIC COMMENT

None

ADJOURNMENT

Meeting was adjourned at 11:18 am.

Respectfully submitted,

Amber Rivard
Administrative Specialist

Employment First/minutes 10-18-16